

# *Weekly Compilation of* **PRESIDENTIAL DOCUMENTS**

Monday, November 22, 1965. Volume 1. Number 17.

*Week Ending Friday, November 19, 1965*

## Severance Pay Under the Federal Employees Salary Act of 1965

*Announcement of Order Delegating Authority to the  
Civil Service Commission To Implement Provisions  
of the Act. November 13, 1965*

President Johnson has signed an Executive order which will delegate to the Civil Service Commission his authority to determine how severance pay, under the Federal Employees Salary Act of 1965, shall be paid, and who shall be excluded from its provisions.

The order will provide for efficient and coordinated implementation of the severance pay provisions which, for the first time, provide payment to Federal employees who are involuntarily separated without cause from the Federal Service.

The Executive order has the effect of assuring them the same treatment received by many private employees who are compensated for the disruption inevitably associated with loss of employment and the loss of seniority-related benefits earned through years of loyal service.

The provisions are in accord with the President's message of May 12, 1965, which proposed the payment of severance pay upon the recommendation of the President's special panel on Federal salaries.

The new measure would give involuntarily separated employees severance pay on the basis of one week's pay for each year of service through the first 10 years, 2 week's pay for each additional year of service, and an additional 10 percent of this total for each year by which the employee's age exceeds 40. Total severance pay could not exceed one year's salary.

NOTE: The text of Executive Order 11257 appears below.  
The announcement was released at Austin, Tex.

## Severance Pay Under the Federal Employees Salary Act of 1965

*Executive Order 11257. November 13, 1965*

DELEGATING TO THE CIVIL SERVICE COMMISSION CERTAIN AUTHORITY RELATING TO SEVERANCE PAY UNDER THE FEDERAL EMPLOYEES SALARY ACT OF 1965

By virtue of the authority vested in me by Section 301 of title 3 of the United States Code and Sections 9(b)(8) and 9(c) of the Federal Employees Salary Act of 1965, and as President of the United States, it is ordered that Executive Order No. 11228 of June 14, 1965, entitled "Providing for the performance by the Civil Service Commission of certain functions vested in or subject to the approval of the President," be, and it is hereby, amended by inserting the following at the end of Section 1 thereof:

"(4) The authority vested in the President by Section 9(b)(8) of the Federal Employees Salary Act of 1965 (approved October 29, 1965) to prescribe rules and regulations excluding officers or employees from the application of Section 9 of that Act.

"(5) The authority vested in the President by Section 9(c) of the Federal Employees Salary Act of 1965 to prescribe rules and regulations governing severance pay."

Rules and regulations prescribed in pursuance of the amendments made by this order may be made effective on any date not earlier than the date of enactment of the Federal Employees Salary Act of 1965.

LYNDON B. JOHNSON

The White House  
November 13, 1965

[Filed with the Office of the Federal Register, 10:37 a.m.,  
November 16, 1965]

NOTE: Executive Order 11257 was released at Austin, Tex.